



VIOLENCE IN THE WORKPLACE

INTRODUCTION

The workplace is any location, permanent or temporary, where an employee performs work or work-related activities. Workplace facilities include lunchrooms, rest rooms, break rooms, vehicles used for work, and parking facilities. Workplace violence contributes to employee injuries, stress, increased sick days, reduced morale, lost wages, and higher health-care costs.

SOURCE OF WORKPLACE VIOLENCE

Workplace violence may occur from many sources. The most common types are:

Type I Violence - The offender does not have a legitimate relationship with the business or its employees.

Robbery is most often the motive. Most workplace violence falls into this category. Usual victims include:

- Convenience and liquor store employees
- Taxicab drivers
- Restaurant and grocery store employees
- Hotel and motel clerks

Type II Violence - The victim is a service provider and the offender is receiving services. Usual victims include:

- Police and public safety professionals
- Medical care providers
- Social workers
- Attorneys and judges

Type III Violence - The offender has some type of relationship with the business or an employee. Usual offenders are:

- Current or former employees.
- Current or former friends of employees.
- Relatives of employees.
- Current or former customers.

Type IV Violence – The offender is involved with a spouse or other significant relationship. This type of violence is more prominent with female employees.

It is extremely important that any verbal threats, threatening conduct or other workplace security hazards be reported to your supervisor immediately. If a supervisor is not available, go to the next person in charge. Threatening words or conduct from any source should not be ignored or dismissed.





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VERBAL OR PHYSICAL THREATS

Under no circumstances is any employee to engage in verbal or physical threats or actions, which may cause another employee or person to feel threatened, afraid or to create a security hazard. Verbal or physical threats include:

- Swearing
- Lewd gesturing
- Making offensive remarks
- Direct or veiled threats
- Harassing telephone calls
- Shouting
- Disregard for the safety of other employees
- Throwing anything
- Kicking an object
- Slamming doors
- Displaying weapons of any kind
- Any act which may cause another employee to feel threatened or intimidated
- Having concealed weapons on their person or in their personal effects. (Except when required by their employment duties.)
- Any action which could reasonably be interpreted as done for the purpose of inciting or insulting a coworker, supervisor, customer or any person.

CONCLUSION

Every employee deserves a workplace that is free from harassment and threats where no one feels afraid while at work. Remember to report any incident to your supervisor or employer.

